

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-2608-03/FA
May 8-9, 2003

The Report of the Faculty Flow Committee

- RESOLVED: That the Academic Senate of the California State University (CSU) commend the Faculty Flow Committee for its excellent efforts, which resulted in the documents titled *Report of the Faculty Flow Committee* and the accompanying *CSU Faculty Flow Survey Report* [<http://www.calstate.edu/AcadSen/Records/Reports/index.shtml>] ; and be it further
- RESOLVED: That the Academic Senate CSU recommend that the Chancellor's Office review the findings and recommendations contained in the *Report of the Faculty Flow Committee*, and that the Chancellor strongly encourage campus presidents to implement, where appropriate, the recommendations contained in this report; and be it further
- RESOLVED: That the Academic Senate CSU urge campus senates to review the findings and recommendations of the *Report of the Faculty Flow Committee* and the accompanying *CSU Faculty Flow Survey Report*, and work collaboratively with their campus administrations to implement, where appropriate, the recommendations contained in the report; and be it further
- RESOLVED: That the Academic Senate CSU, through the Executive Committee, forward the *Report of the Faculty Flow Committee* and the accompanying *CSU Faculty Flow Survey Report*, to the CSU Board of Trustees to inform them on the issues related to faculty recruitment and retention; and be it further
- RESOLVED: That the Academic Senate CSU distribute electronically the *Report of the Faculty Flow Committee* and the accompanying *CSU Faculty Flow Survey Report* to relevant staff and administrators in the Chancellor's Office, campus department chairs, presidents, provosts, deans, senate chairs, the California Faculty Association and appropriate committees of the California Assembly and Senate dealing with higher education issues.

RATIONALE: The Report of the Faculty Flow Committee and the CSU Faculty Flow Survey Report provide the most comprehensive analysis to date of the

issues surrounding the recruitment and retention of tenure-track faculty in the CSU. Data analyzed in the reports provide insights into the decision criteria used by candidates who either accepted or rejected offers of employment from CSU campuses. Furthermore, it reports from the perspective of provosts and Senate members, campus responses regarding recruiting and retention “best practices”. Respondents were asked to indicate their agreement with the practices and their opinion on the degree of use on their campus. The broad scope of the survey items and the richness of the data obtained enhance the report’s relevance to all campuses at a time when ACR 73 and current budget conditions challenge the CSU’s ability to recruit and retain high quality faculty.

APPROVED – May 8-9, 2003